



## **Our commitment to the principles of the Modern Slavery Act 2015**

Inalca S.p.A. with registered office at Castelvetro di Modena, Via Spilamberto No. 30/c is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Inalca S.p.A. is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. Inalca S.p.A. recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the EU and to safeguard employees from any abuse or coercion once in our employment. Inalca S.p.A. maintains the following policies which are (some of them) accessible to all staff via the Inalca S.p.A. intranet.

- Code of Conduct (on Inalca S.p.A. web site).
- Code of Ethic /Ethics Policy, including Harassment & Discrimination Policy (on Inalca S.p.A. web site).
- Whistleblowing policy.
- Recruitment and Selection policy.

## **Our supply chain**

Our supply chain is limited and we procure goods and services from a restricted range of UK and overseas suppliers and they too are requested to have compliance and implementation of anti-Slavery & Human Trafficking for supplies and services in UK for guarding against modern slavery in their own and related supply chains.

## **Embedding the principles**

Inalca S.p.A., through the above mentioned documents and policies, have carried out the following activities.

- Made staff aware of the Code of Ethics 's content and informed them of the appropriate action to take if they suspect a case of slavery or human trafficking (Whistleblowing Policy).
- Ensured that consideration of the modern slavery risks and prevention are in Inalca S.p.A.'s policy review.
- Inalca S.p.A. and its supply chain partners' procurement for UK supplies comply with references to anti-modern slavery and human trafficking.
- Delivered training sessions to staff procuring goods and services.
- Ensured ongoing engagement and communication between equality and diversity leads, our procurement team and the wider organization.



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### **INALCA S.p.A.**

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[www.inalca.it](http://www.inalca.it)



Inalca S.p.A. is committed to pursue what follows:

- to continue to develop a staff awareness strategy for the Modern Slavery Act 2015 and reporting mechanisms (Whistleblowing policy) if a case of slavery or human trafficking is suspected.
- To keep measures (included in the Code of Ethics) to evidence Inalca S.p.A.'s commitment to the principles of the Modern Slavery Act 2015.

This statement has been approved by Inalca S.p.A. Chief Compliance Officer.



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